

Session Title	Instructor	Type	Description
Introduction to the Diversity and Inclusion Certificate Program (required for all participants)	Office of Diversity and Inclusion	REQUIRED	Link to presentation will be sent to all registered participants
<b>Fall 2023</b>			
Dialogue Across Difference	Henry Chambers	Elective	Higher education brings people together from many different backgrounds. With so many different perspectives, conflict is all but inevitable. Dialogue is a powerful form of communication that can allow people to engage across social, cultural, or power differences. Participants will be exposed to strategies that can enable them to hold dialogues and make connections with others different from themselves. These can then be utilized in order to create a more inclusive environment in the spaces they occupy.
Cycle of Socialization	Romina Pacheco, Ph.D.	Core	In this session, participants will learn foundational concepts associated with Social Identity Theory and Socialization. By the end of the session, participants will more deeply understand how ideas, beliefs, and biases are shaped by socialization. Participants will have an opportunity to reflect on their life trajectory and engage in storytelling as a way to process the learning and build trust with their co-participants.
Social Construction of Race and Class	Kourtney Senquiz, Ph.D.	Core	Over a hundred years ago, W.E.B. Du Bois argued that race was a social construct reinforced by the institution of white supremacy. This session continues the work Du Bois began a century ago by providing attendees with a foundational understanding of how the social constructions of race and class reinforce hierarchies or power and oppression. Understanding the hierarchy of oppressions will provide attendees with antiracist tools to address social dilemmas and create a more equitable society that is committed to justice for all.
Power, Privilege, and Oppression	Taj Smith, Ed.D.	Core	Not quite sure what privilege, power or oppression mean? Then come learn how our relationship to power and privilege can influence our decision-making, our treatment of others and institutional effectiveness. In addition, we will break down oppression into six ways it manifests (adapted from Iris Marion Young) to understand and be better positioned to address the inequities and privileges that result from it.
Healing in the Midst of Ongoing Racial Traumatic Stress	ShaQuan Read	Elective	This session will explore the intersectionality of our identities, how they interact with the outside world, and the barriers to connection & empathy. Participants will learn about the psychological impacts of oppression, , and how to begin the process of healing the self and community in the midst of racial trauma. This session is highly experiential.
Microaggressions in the Workplace	Kia Jackson and Néstor Noyola	Elective	This session will provide an overview on research on microaggressions and explore their effects in the context of the workplace through an intersectional lens. It will help participants take responsibility and engage openly in the face of microaggressions. Through interactive activities and honest dialogue, participants will learn how to recognize and respond to microaggressions in the workplace.
<b>Spring 2024</b>			

Introduction to Gender and Sexuality	Peyton Wu	Core	This session provides participants with the opportunity to reflect upon their own experiences with gender and sexuality, develop a deeper understanding of the nuances between sexuality and gender identities, and acquire skills that translate concepts into inclusive action. The presenters will facilitate multiple discussions and activities to allow participants to actively engage in the session, and resources for further learning will be provided.
AccessAbility: Disability Through a Diversity and Inclusion Lens	Fran Manocchio	Core	This session will present an overview, through a social justice lens, of the legal, cultural and social aspects of a range of ability and (dis)ability statuses. We will explore the evolution of disability rights as a civil rights movement. We will highlight expectations and experiences in the educational system, from kindergarten through post-secondary education, the impact of stereotypes and biases on individuals with visible and invisible disabilities, and potential issues in the workplace. The session will incorporate universal design for learning principles and active discussion.
Building an Inclusive Team	Henry Chambers	Elective	Coming Soon
Applying Frameworks for Racial Equity on Campus	Hayley Haywood	Elective	After a brief overview of key terms regarding equity & brief review of institutional data, we will discuss the ways staff can combat racial inequity and strive for inclusive excellence within their roles at Clark. Participants will reflect on their own positionality and develop action steps to engage in meaningful anti-racism and continue progress toward serving all students.
Ending the Silence through Bystander Intervention	Lauren Rikleen	Elective	TBD
Supporting International Students: Moving from Awareness to Competence	Gurutze (Maria) Barluenga	Elective	This session will facilitate individual and group reflection and discussion of who our international students are, some common myths and bias towards this community of students, some of the hidden challenges that they might face, as well as some of our own limitations to support them effectively. We will reflect on our view of cultural differences and discuss how we can move from an ethnocentric experience to an ethnorelative one, so we can create a more inclusive learning environment.
Implicit Bias	TBD	Elective	Our biases often contradict our consciously held values related to racism and other forms of oppression. In this session, we will explore unconscious bias and ways to develop a practice of reflection and action that can intervene on the frequent opportunities for bias to shape your beliefs and actions.
Perpetual Belonging: Asian America	Catherine Fung	Elective	This session will provide an overview of Asian American histories, challenges, and gifts. Although Asian America is a vast, fraught, and heterogeneous political project composed of multiple communities, there are shared experiences of oppression and resistance which tie this group together. We'll cover some of these experiences to help participants make Clark University a more inclusive and equitable campus for its diverse Asian American students, staff, and faculty

Misconceptions in Race and Science	Dr. Elizabeth Bone	Elective	Join members of the BIOL 243 Seminar in Evolution course for an interactive workshop about how science is complicit in creating and upholding racial categories and prejudice. Whether or not you are a scientist, science impacts our own perceptions of race, and also those of the members of the medical community and policy makers. In this student run workshop, you will have the opportunity to dive into how science is misinterpreted and misapplied around issues of race. This workshop welcomes everyone, and does not require any background in biology.
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